



LBNL Employee Benefits Summary

<http://atyourservice.ucop.edu/>

EMPLOYEE BENEFITS

VACATION

Initially, ten hours are accrued each month. This amount increases after ten, fifteen, and twenty years of service.

SICK LEAVE

Eight hours are accrued each month.

HOLIDAYS

Twelve paid holidays are granted annually. The Laboratory is closed for regular business during the Christmas and New Year's holidays.

HEALTH PLANS

Several health insurance plans are available for eligible employees and dependents. The Laboratory contributes towards monthly premiums.

DENTAL PLANS

Two comprehensive dental plans are available for eligible employees and dependents. The Laboratory pays the full monthly premium.

VISION CARE PLAN

A comprehensive Laboratory-paid vision plan is available.

LIFE INSURANCE

The Laboratory provides life insurance and supplemental insurance, which is available for employees and dependents.

LEGAL, EXPENSE INSURANCE PLAN

This employee-paid plan is designed to help you with preventive, domestic, consumer, and defensive legal services.

ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

Up to \$500,000 in coverage, employee paid, is available.

DISABILITY INSURANCE

Short Term disability is paid by the Lab. Additional long-term disability insurance plans are also available.

TAX SAVINGS PLANS

There are several voluntary plans that permit deduction of some benefit costs or expenses from gross pay before federal and state taxes. These plans include the Dependent Care reimbursement account, Health Care reimbursement account and a 403(b) tax deferred savings plan with multiple investment options.

RETIREMENT

The Laboratory has a Defined Contribution and a Defined Benefit retirement program. Career employees contribute to the Social Security system.

THE EXTRAS

CAREER OPPORTUNITIES AND TRAINING

The Laboratory encourages career development. Laboratory-sponsored education and training programs are available on and off site. Eligible employees may receive time off and tuition reimbursement for classes at one of the many universities and colleges nearby. Eligible employees who have been admitted to the University of California may enroll through the reduced fee program.

BANKING

Employees are eligible to join two credit unions. Paychecks can be automatically deposited to any bank or credit union account. Wells Fargo Bank has an automatic teller machine (ATM) on site. Berkeley Lab employees receive discounts on some services from Wells Fargo.

HEALTH SERVICES

The Health Services Department has a professional staff of doctors and nurses providing emergency medical care, periodic health evaluations, health education, counseling, and other services.

EMPLOYEE ASSISTANCE

The Laboratory offers a free, confidential problem assessment and referral service to help employees deal with personal and work stress problems. Help is provided to employees with child and eldercare concerns.

EMPLOYEE ASSOCIATIONS

The Laboratory has a variety of employee associations. Including a Latino and Native American Association (LANA), and a Lesbian, Gay and Bisexual group (LGB) representing some of the diversity of the Berkeley community.

TRANSPORTATION

Berkeley Lab has a free shuttle bus from the Rockridge and downtown Berkeley BART stations and other stops through the Berkeley campus and downtown Berkeley. Buses operate on a regular 10 minute schedule and are equipped with bicycle racks. For information on van pools and other transportation alternatives, contact the Laboratory Transportation Coordinator at (510) 486-5196.

ACCOMMODATIONS FOR INDIVIDUALS WITH DISABILITIES

The Laboratory will provide, upon the applicant's request, reasonable accommodations to enable the applicant to participate in the selection process and/or perform the essential functions of the job.

AA/EEO

The University of California, Berkeley Lab, in accordance with applicable state and federal law and University policy, does not discriminate in any of its employment policies, procedures, or practices on the basis of race, color, national origin, citizenship, ancestry, religion, sex, sexual orientation, age, marital status, physical or mental disability, medical condition (cancer related as defined in Section 12926 of the California Government Code), and status as a Vietnam era veteran or special disabled veteran.

In conformance with applicable law and University policy, the University of California, Berkeley Lab, is an equal opportunity/affirmative action employer. The University supports affirmative action for under-represented minorities and women, persons with disabilities, Vietnam era veterans, and special disabled veterans.

Direct inquiries regarding the Laboratory's equal opportunity policies to the Office of Work Force Diversity at (510) 486-4130.